



EuroMed Feminist Initiative
المبادرة النسوية الأورومتوسطية
Initiative Féministe EuroMed

**TERMS OF REFERENCE – SUPPORT TO STRENGTHEN INTERNAL MONITORING,
REPORTING AND LEARNING**

***Project “Enhancing women’s participation in decision making and peace building processes
in Syria” Funded by the European Union (EU)***

EUROMED FEMINIST INITIATIVE

DECEMBER 2021



This project is funded by
The European Union



1. Background Information and Rationale

1.1 Introduction

EuroMed Feminist Initiative (EFI) is a policy network that provides expertise in the field of gender equality as inseparable from democracy building and citizenship, and advocates for political solutions to all conflicts, and for the right of people to self-determination. EFI's headquarter is in Paris and the regional MENA office is in Amman, Jordan with country offices in Amman and Beirut.

On October 1st, 2019, EFI in partnership with the Legal Action Worldwide (LAW) started implementing a 28-month project “Enhancing women’s participation in decision making and peace building processes in Syria”, funded by the European Union (EU). The overall objective is to contribute to gender-sensitive and inclusive peace-building process in Syria through promoting women’s participation, equal access to power and women’s rights.

1.2 Overview of the Project

The specific objectives of the project are:

- VAW and CRSV are better addressed and women’s participation in decision making, peace and national reconciliation is promoted.
- Survivor-led accountability for gendered crimes committed in Syria is enabled.

The expected results/outputs of the project:

- WR CSOs and CBOs, have knowledge and skills on VAW and CRSV crimes and a common agenda is developed on VAW as a major barrier to women’s participation at all levels of decision making.
- A wider women’s movement is unified behind VAW common agenda and UNSCR 1325, address VAW and advocate for women’s participation.
- Victims and Survivors are empowered to pursue gendered justice and participate effectively in accountability processes

Main activities of the project:

- Capacity-building and tools to address VAW and CRSV for Syrian women and Syrian women lawyers.
- Raising awareness, pressure dialogue and networking.
- Empowering victims and survivors to participate effectively in Syrian-led and inclusive accountability strategies.

1.3 Intervention Background

EFI has been supporting Syrian women rights and human rights organizations and activists for the last couple of decades involving both and activists who stand for and advocate for women’s participation in all decision- and peace-making processes for and in Syria and for gender equality as central to political transition. The present project builds on the discussions and outcomes of this work and the recommendations to enhance knowledge and skills on prevention and protection from violence against women (VAW) and Conflict related sexual violence (CRSV), as a major obstacle to women’s participation in all decision-making processes related to the future of their country. During the networking meeting in 2016 organised by EFI with Syrian women’s organisations and networks





from different political, religious and ethnic backgrounds, participants agreed on communalities and mechanism of cooperation, despite the differences in terms of understanding of democracy and gender equality or/and strategies to reach there. A preference was given to having regular thematic discussions, in particular sexual and gender-based violence (SGBV).

Furthermore, Legal Action Worldwide (LAW) held a preliminary dialogue with Impartial and Independent Mechanism (IIIM) to assist in the Investigation and Prosecution of Persons Responsible for the Most Serious Crimes under International Law Committed in the Syrian Arab Republic since March 2011, on how the project can support the IIIM in achieving its mandate. Accordingly, LAW has aimed to transform survivor's access to justice, by integrating existing documentation efforts with a durable approach of placing survivors and female Syrian lawyers at the helm of a creative and coordinated accountability strategy and providing them with direct legal representation.

2. SCOPE, SPECIFIC OBJECTIVES AND USES OF THE SUPPORT TO STRENGTHEN INTERNAL MONITORING, REPORTING AND LEARNING

2.1. Rationale

EFI wishes to receive technical support to strengthen its internal monitoring, reporting and learning of its project "Enhancing women's participation in decision making and peace building processes in Syria" in accordance with the general terms of agreement with the EU. The purpose is to improve the internal monitoring system, ensure a sound reporting based on lessons learned and good practices.

2.2. Scope of work

It is expected that the consultant will provide technical support to strengthen the internal monitoring, reporting and learning of the project with the following expected deliverables:

- Monitoring tools are verified and finalised while all corresponding supporting documents are checked and properly filed
- The final report is completed including the measurement of outcome and output indicators and lessons learnt as per logical framework, as follows:

Overall Objective: Contribute to gender-sensitive and inclusive peace-building process in Syria

- # of women on the negotiation table
- # of women in the constitution committee
- Level of inclusion of women's rights and gender equality in the political discussion for the future of Syria.
- Level of mainstreaming women's needs and priorities in the Humanitarian responses

Specific Objective 1: VAW and CRSV are better addressed and women's participation in decision making, peace and national reconciliation is promoted

- # of WR and HR activists, lawyers and legal experts, local community members and gender experts involved in developing the common agenda
- # of CS actors, lawyers, legal experts, WR CSOs and CBOs with knowledge and skills to address VAW and CRSV and women's political participation
- # of decision makers supporting the common agenda





Specific Objective 2: Survivor-led accountability for gendered crimes committed in Syria is enabled

- % of trained survivors interviewed who can describe the IIIM
- % of lawyers trained who pass a test on documenting CRSV
- # of instances where survivor associations directly deliver their justice messaging to the IIIM

Output 1.1: WR CSOs and CBOs have knowledge and skills on VAW and CRSV crimes and a common agenda is developed on VAW as a major barrier to women's participation at all levels of decision making

- # of CSOs and lawyers trained on VAW and CRSV
- # of participants in the consultations to produce the common agenda
- # of local community members trained on VAW and CRSV, women's political participation and UNSCR 1325
- The status of the common agenda
- # of distributed copies of the common agenda to stakeholders and rights holders

Output 1.2: wider women's movement is unified behind VAW common agenda and UNSCR 1325, address VAW and advocate for women's participation

- The status of the informal gender advocacy group
- # of CSOs involved in the common agenda
- # of international stakeholders participating in the roundtables
- # of lobby trips and advocacy meetings with decision makers to support the implementation of the common agenda

Output 2.1: Victims and Survivors are empowered to pursue gendered justice and participate effectively in accountability processes

- # of survivors who attend a justice capacity-building programme
- # of lawyers who complete an intensive training course on documentation and CRSV
- Dossier of evidence of gendered crimes compiled

The technical support to strengthen the internal monitoring, reporting and learning of the project shall cover all aspects of the project's implementation and shall be **conducted between January 25th and March 31st, 2022.**

2.3. Management

The technical support to strengthen the internal monitoring, reporting and learning of the project will rely on the collaboration of staff from the organisation and partner organisations, which are familiar with the project and its context. EuroMed Feminist Initiative's Programs Manager in Paris, along with the project staff in Beirut will be responsible to support the consultant for that purpose.

The technical support can be provided entirely remotely.

3. PROFILE AND REQUIREMENTS

Competencies expected from the consultant are:

- Master's or doctoral degree, preferably in Social Sciences.
- At least 5 years' experience in developing and supporting monitoring, evaluation and learning systems in gender and human-rights based interventions. A good knowledge in transitional justice is desired.





- Significant experience in results-based management and EU reporting requirements.
- Ability to produce well-written reports that demonstrate excellent analytical and communication skills from the perspective of women's rights and participation.
- Ability to work with the organization and with other stakeholders to ensure the delivery of a high-quality product in a timely manner.
- Very strong regional/Country experience and knowledge.
- Excellent command of English and Arabic is mandatory.

4. TIMELINE

The technical support to strengthen the internal monitoring, reporting and learning of the project will be carried out **from 05/01/2022 until 31/01/2022** for an estimated **20 days within this period**.

The deadlines for the completion of the deliverables of the technical support to strengthen the internal monitoring, reporting and learning of the project (monitoring tool and final report) will be agreed with EuroMed Feminist Initiative's management team.

5. BUDGET

The total estimate for the technical support to strengthen the internal monitoring, reporting and learning of the project is: **Euros 8,000** (including VAT and all relevant taxes)

6. APPLICATION

Documents required to apply:

- Detailed Curriculum vitae of the consultant
- Quotation including the daily fare, the number of days estimated and the total cost.

All applications must be submitted in English.

Criteria to evaluate applications:

Applications received will be assessed according to the following criteria:

CRITERION 1: Adequacy of the professional profile based on CV (60%).

CRITERION 2: Price based on quotation (40%).

Place and deadline for submission of applications:

Applications including detailed CV and quotation should be submitted in English by email to: application@efi-ife.org indicating the reference: "TJ Internal Monitoring" in the email subject.

The deadline for submission of applications is **January 2nd, 2022**.

